



2024

ESG Summary



Message from Chris Lin

Chairman and President

The year 2024 marked the fruitful 20th anniversary for ASPEED Technology, as we once again set new historical records in revenues. This achievement is the result of the long-term support and trust of all our employees, clients, partners, and suppliers. It is this perseverance and collaboration that has made ASPEED Technology what it is today. ASPEED Technology has always upheld the spirit of technology civilization and diverse applications, focusing on the innovation and deepening of its two core product lines. It is committed to precisely developing new products through diversified growth strategies in a rapidly changing environment, and focusing on incorporating sustainable low-carbon design concepts into product development. Cloud & Enterprise Solutions continue to expand market influence, enhancing overall computing efficiency and corporate competitiveness. Smart AV Solutions: Centered on “Eyes of AI,” we are dedicated to promoting the intelligence of image processing and the diversification of application scenarios, with these two main axes driving ASPEED Technology forward. In the future, we will continue to uphold the core values of “sustainable Earth, technology civilization, boundless application,” bravely embrace challenges, fulfill our corporate social responsibility, and steadfastly walk the path of sustainable development. Let us work together to create a smarter, more sustainable tomorrow.



Message from Luke Chen

Head of Sustainability Development Committee

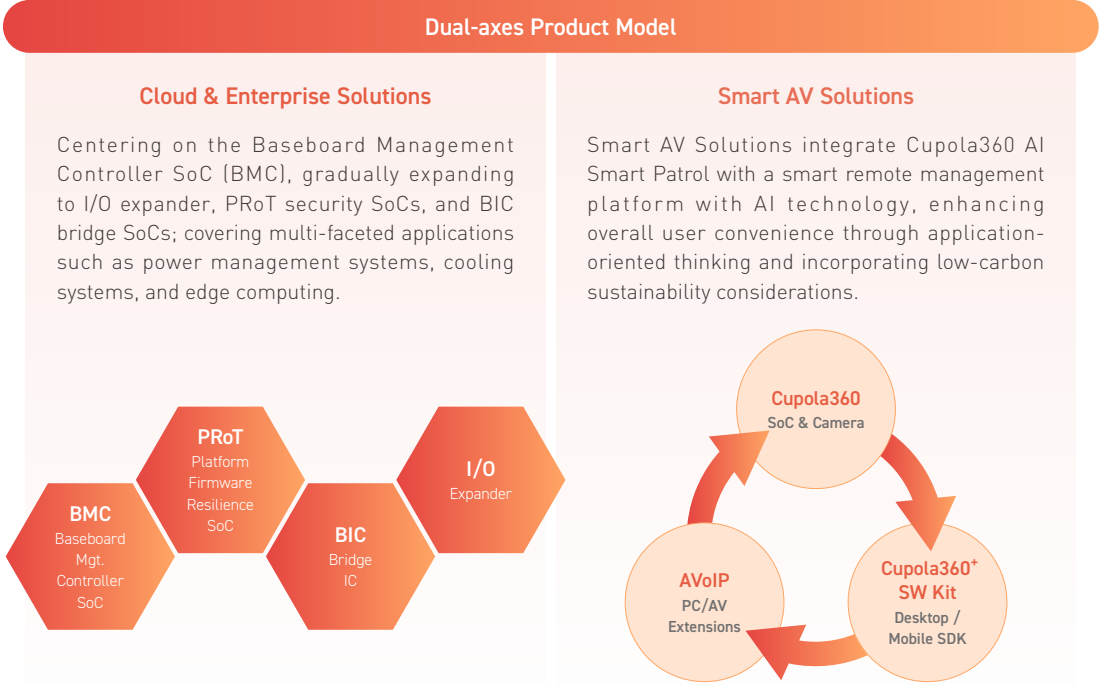
To strengthen sustainable governance, in November 2024, ASPEED Technology upgraded the original Sustainability Committee to a functional committee under the Board of Directors, the Sustainability Development Committee, composed of four independent directors and two directors, with a working team responsible for specific implementation and regular reporting. We will continue to deepen our sustainable strategy based on sound governance, cultivate sustainable technology talents in Taiwan, and promote carbon reduction across the value chain, thereby achieving the sustainable goal of shared prosperity for businesses and society. In 2024, with the collective efforts of our employees, the concept of sustainability was integrated into all aspects of our operations. In terms of environment, the Company aims to reduce carbon emissions by 42% by 2030, as set by SBTi SME. In 2024, an actual reduction of 9.35% was achieved, with renewable energy utilization reaching 17.92%. In addition, the GHG Protocol Scope 3 inventory is expected to be completed in 2025, and product carbon footprint investigations will be initiated. In terms of social impact, the Company continues to build a diverse and inclusive workplace, and in 2024, it once again ranked No.1 in the total salary of non-supervisory full-time employees, demonstrating its commitment to valuing talent. At the same time, we promote the “Women in Technology Cultivation Project” to support women's development and professional empowerment in the technology field. In terms of governance, the Company has strengthened the diversity and independence of its Board of Directors by adding a female director to the 8th Board of Directors and plans to further expand the number of female and independent directors. Concurrently, in 2024, the Company approved a sustainability disclosure blueprint, with plans to progressively implement the IFRS S1/S2 standards in phases from 2025 to 2027, steadily aligning with international standards. The Company's corporate governance evaluation has been ranked among the top 5% of TWSE listed companies, and it has been recognized by Institutional Investor as the “Most Honored Company” and “Best ESG Company” in the Asian semiconductor industry. To strengthen its sustainability commitment, the Company has linked executive compensation with ESG performance, ensuring that sustainability becomes a core driver of the Company's operations, and continuously promoting a shared future for technology, society, and the planet through concrete actions.

About ASPEED Technology

ASPEED Technology is an outstanding fabless IC design company. In 2016, the company acquired Broadcom’s Emulex Pilot™ server remote system management chip business and is currently the world’s largest supplier of Baseboard Management Controller SoC. ASPEED Technology firmly believes in the mission and core spirit of “technology civilization and diversified applications,” focusing on SoC R&D in niche markets, and responding to the rapid changes in the current technology industry environment with diversified growth strategies. Its product layout aims to create high added value and integrate sustainable green energy applications, continuously developing with two main product axes - **Cloud & Enterprise Solutions** and **Smart AV Solutions**. We also continue to advance towards sustainable governance in all aspects, and in November 2024, the Sustainability Committee was reformed into a functional committee under the Board of Directors - renamed the Sustainable Development Committee. In the future, we are committed to continuously striving for stable operation and moving towards corporate sustainability.

Sustainable International Initiatives and Recognition

In 2024, ASPEED Technology continued to actively respond to the expectations of stakeholders and international clients, and supported sustainability-related alliances, associations, and international initiatives, contributing to a green environment and climate issues. In 2024, ASPEED Technology was once again named “Most Honored Company” in the semiconductor sector in Asia by Extel (formerly Institutional Investor Research). Chairman Chris Lin also received the award for Best CEO in Asia, and the company was simultaneously honored with awards for “Best CFO,” “Best Investor Relations Professional,” “Best ESG,” “Best Company Board,” and “Best Investor Relations Team,” demonstrating the recognition of its recent efforts in promoting ESG.



Sustainability Strategy and Performance

Sustainable Development Goals and Strategies

ASPEED Technology strengthens the sustainable strategy blueprint, cultivates diverse sustainable technology talents in Taiwan, and creates a company that coexists with society and shares benefits through sound corporate governance, thereby continuously promoting transparent sustainable financial disclosure to further focus on value chain carbon reduction. At the same time, in November 2024, the Board of Directors resolved to reorganize the Sustainability Committee into the “Sustainable Development Committee”, the third functional committee under the Board of Directors, to continuously focus on sustainability issues and grasp the development trends of domestic and international laws, policies, and international responses.



ESG Commitments and International Response

Integrity in Business and Fair Trading	• Anti-corruption • Anti-bribery • Anti-Improper Benefits • No unfair competition • Anti-trust and monopolistic practices
Comply with international human rights conventions	• Eliminate any employment discrimination • Diverse and inclusive • No child labor • Equal pay for equal work • No forced labor • Open and smooth labor management communication • Safeguarding employees' freedom of association • Anti-bullying and Antiharassment
Responsible Minerals Initiative	• All suppliers are required to source minerals from conflict-free supply chains
Responsible Business Alliance (RBA) Code of Conduct	• All suppliers are required to comply with the RBA Code of Conduct, and its specifications are incorporated into the annual supplier audit
Carbon Disclosure Project (CDP)	• Actively respond to the international Carbon Disclosure Project and publicly disclose carbon emissions annually on the CDP website
Taiwan Climate Partnership	• Joined the Taiwan Climate Alliance to advocate for and respond to carbon reduction efforts with upstream and downstream technology industries, combating climate change



Sustainable Development Strategy and Achievements



Governance



Environment



Social

Strategy Development

Achievements in 2024

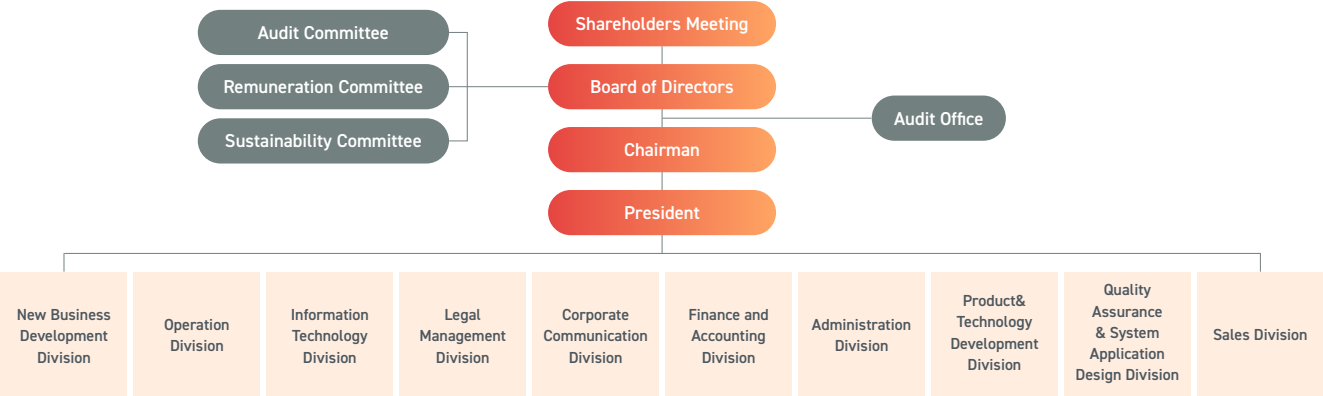
Goals for 2025-2027

Strengthening corporate resilience and operational transparency - Building a complete corporate sustainable governance framework and system - Quantifying sustainable financial information and aligning with sustainable disclosure regulatory requirements - Strengthening risk management strategies	- Corporate governance grading scale: Top 5% - Annual operating revenue NTD6.428 billion, representing a year-on-year increase of 106.62% 100% Board attendance rate - Increased the number of female directors in the 8th Board of Directors - Established the third functional committee – Sustainability Development Committee - Completed the policy linking executive compensation to ESG performance - Completed the second phase of the digital transformation program	- Continuously enhancing the diversity and independence of the Board of Directors - Improving executive compensation linked to ESG performance indicators - Continuously improving and maintaining the company's corporate governance evaluation ranking - IFRS S1/S2 Sustainability Disclosure Standards Planning - Continuously promoting the digital transformation program
Focusing on green energy-saving core technologies - Power saving and carbon reduction, formulating carbon reduction targets and actions - Focusing on green and sustainable product R&D and applications - Responding to international initiatives	- Passed the ISO 14064-1:2018 GHG inventories at the organizational level - Scope 1 + Scope 2 carbon reduction reached 12.23%, exceeding the SBTi SME annual carbon reduction target of 4.67% - Renewable energy accounted for 17.92% of total electricity consumption, reducing carbon emissions by 59,837.27 kg, and achieved an afforestation benefit of 3,324.3 trees - Responded to the Carbon Disclosure Project (CDP), the Responsible Business Alliance (RBA), and other international initiatives and ratings - Strengthened R&D to enhance energy-saving and green applications for multiple products	- Reviewing the SBTi targets every five years and making rolling adjustments - GHG Protocol Scope 3 Greenhouse Gas Inventory - Continuously reducing carbon emissions in accordance with the SBTi SME science-based carbon reduction targets and pathways - Promoting product carbon footprint inventory and certification - Continuously responding to CDP and RBA international initiatives
Building a talented sustainable technology workforce in Taiwan - Developing core values of sustainability - Happy and friendly workplace environment - Diversifying the cultivation of talents and seeking to advance women in technology industry	- Recorded NTD5.459 million/person, ranking No.1 among listed companies in average employee salary - Recorded NTD4.004 million/person, ranking No.1 in salary among full-time non-managerial employees of OTC-listed companies - The number of female employees increased by 0.94 percentage points compared to 2023 - Application ratio of 14.17 times, 100% onboarding and retention rate - The salary ratio of non-R&D male to female middle managers was 1:0.9 - Promoted the "Women in Technology Cultivation Project", dedicated to fostering the development of female technology talent - Regularly implemented ESG education and training courses for all employees - Clearly stipulated adherence to international human rights rules and publicly declare it on the official website	- Creating compensation packages with market competitiveness and internal equality - Continuously collaborating with academia on the "Women in Technology Cultivation Project" for sustainable impact engineering, evolving into more comprehensive and continuous activities - Continuously promoting sustainability-related courses for all employees of ASPEED Technology

Corporate Governance

Corporate Governance and Ethical Corporate Management

● Company Organization



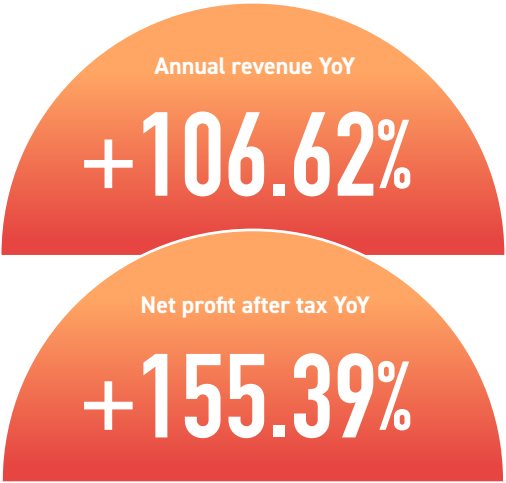
● Operational Achievements and Financial Performance

2024 Results

- Annual operating revenue NTD6.428 billion, representing a year-on-year increase of 106.62%
- Net profit after tax NTD2.571 billion, a significant increase of 155.39%
- Earnings per share NTD68.04
- In 2024, the company achieved record-high revenues for a single month, a single quarter, and the entire year
- Ranked No. 1 global market share of BMC SoC
- Expanded operations by establishing a new R&D center in Kaohsiung

2025 Targets

- Maintain annual revenue and profit growth
- Optimize the product portfolio and enhance product diversification



Key Initiatives and Achievements in 2024

● Ethical Corporate Management and Compliance with Law

0 cases

- Corporate governance and ethical corporate management related complaints or penalties
- Information security related complaints or penalties
- Customer privacy related complaints or penalties
- Environmental related complaints or penalties
- Human rights and labor related complaints or penalties

- Corporate governance grading scale rose to top 5%
- No whistleblower reports were received in 2024
- A new female director was added to the 8th Board of Directors in 2024
- At least one new female director will be added in the next board re-election, and the medium-to-long-term goal is for independent directors to constitute over half of the board seats
- Executive compensation and ESG performance link: The number of CSUs allocated to executives will increase or decrease based on the company's corporate governance grading scale, adjusting CSU remuneration by plus or minus 2%
- 14 hours of ethical corporate management-related training completed, and all employees completed ethical corporate management training

● Board attendance and functional committee operations

100%

- 8 board meetings, attendance rate
- 5 Audit Committee meetings, independent directors' attendance rate
- 4 Remuneration Committee meetings, independent directors' attendance rate

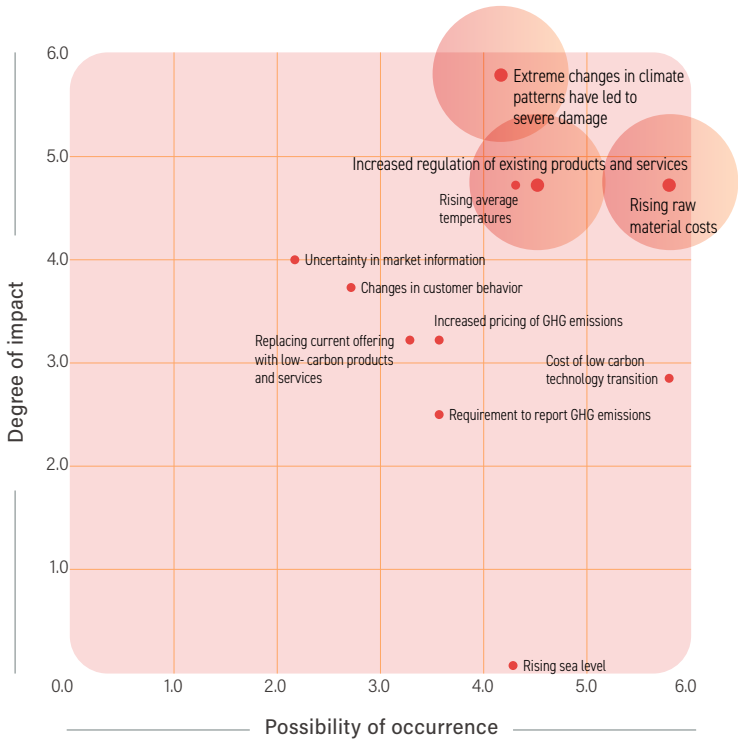


Climate Change Opportunities and Risks

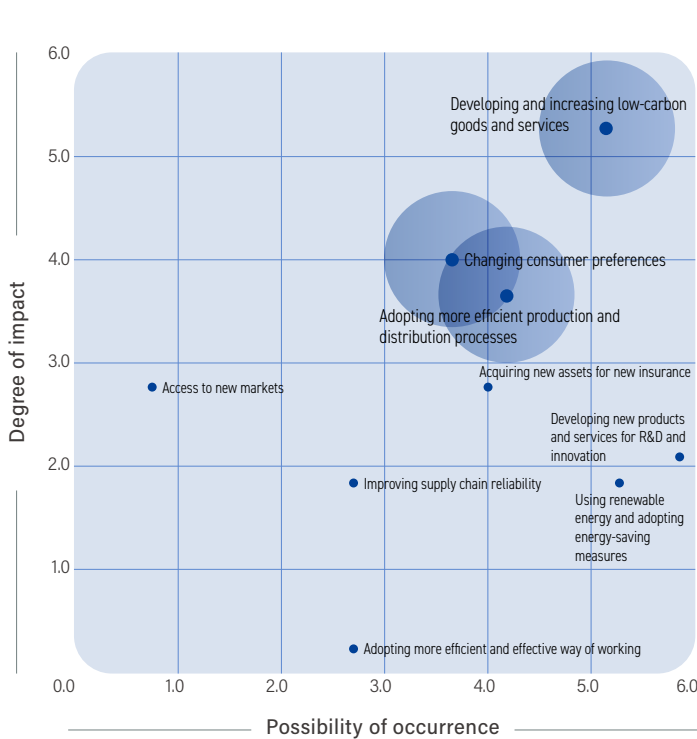
ASPEED Technology voluntarily references the Task Force on Climate-related Financial Disclosures (TCFD) guidelines to identify significant climate change-related risks and opportunities that may affect ASPEED, and proposes corresponding response strategies. In 2025, ASPEED will implement IFRS S1/S2 Sustainability Disclosure Standards in phases, gradually aligning with the IFRS Sustainability Disclosure Standards Blueprint.



● Climate Change Risk Matrix



● Climate Change Opportunity Matrix



Description of Actions to Address Climate Change-Related Risks and Opportunities

Risk prioritization	Type of risks and factors	Risk impact-oriented assessment	Financial impact-oriented assessment	Response policy	Time of occurrence assessment
1	Transition risks - market: Rising raw material costs	1.Delayed delivery of goods 2.Unstable supply	Increase in production costs	1.Reduce the risk of supply chain disruption: Research and consider introducing diversified suppliers 2.Enhance customer relationship maintenance: Strengthen communication to enhance customers' willingness to cooperate	Short-term
2	Transition risks - policy and legal: Increased regulation of existing products and services	1. Capacity decline 2. R&D loss	Increase in operating costs, decrease in revenue	1.Set up an operation continuity plan: introduce remote work process and regularly conduct education and training to maintain productivity 2.Reduce the risk of supply chain disruption: (1)Optimize the supplier evaluation system (2)Capacity replacement plan 3.Establish a cloud backup mechanism 4.Maintain continuous laboratory operations: (1)Uninterrupted power supply (2)Improve energy efficiency (3)Set up a backup laborator	Medium-term
3	Physical risks: Extreme changes in climate patterns have led to severe disasters	Failure of meeting the requirements resulting in the revision of product specifications may affect the schedule of sales	Decrease in revenue	1.Keep abreast of product regulations and trends: Through the taskforce for product regulations and trends in the Legal Unit, we will regularly track the latest product-related regulations and trends 2.Strengthen raw material management: Raw material components used in supply chain production must conform to regulations and ensure compliance with the requirements of EU REACH and RoHS. Such requirements shall be included into the supplier evaluation system for regular supervision	Medium-term

Opportunity prioritization	Type of opportunities and factors	Opportunities impact-oriented assessment	Financial impact-oriented assessment	Response policy	Time of occurrence assessment
1	Products and services: Execution strategies to develop and enhance low-carbon products and services	1.Developing low-carbon products to improve market share 2.Expanding new low-carbon and green domain applications	Increase in revenue	1.Optimize existing products: We will use green energy and green raw materials in the development process, reduce the carbon footprint of products and improve the overall revenue contribution of low-carbon products and services 2.Develop low-carbon products to enhance competitiveness: We will introduce green design concepts in the R&D process, continuously develop low-carbon SoCs, and recruit outstanding R&D engineers with the concept of sustainable design	Medium-term
2	Products and Services: Changing consumer preferences	1.Developing new low-carbon opportunities 2.New applications developed in response to green environment	Increase in revenue	1.In-depth understanding of market demand: Regularly conduct in-depth interviews with existing customers and new customers to ensure the next generation meets market demands 2.Promotion of existing products: Further promote the company's products to more product application areas, and continuously explore new markets and new customer sources 3.Planning and development of functions in new products: We will plan the market positioning of new products, functional specifications, the process of use, and set the timetable for the development and release of new products, formulate marketing plans and arrange live-machine demonstrations with customers 4.Stable supply in response to market demand: We have recruited supply chain management professionals and product packaging and testing professionals as the counterparts with upstream suppliers to improve suppliers' delivery quality and delivery rate	Short-term
3	Resource efficiency: Adopting more efficient and effective ways of working	1.Operational process optimization 2.Improving operational effectiveness and increasing efficiency	Cost reduction	1.Operational process optimization: We will introduce digital transformation and electronic process to assist the optimization of the operational process of warehouse, finance and business divisions 2.Digital management: We will establish a digital management platform to integrate data and optimize the enquiry methods. we will establish an electronic verification system, and plan to import all data into the BI system for data analysis	Medium-term

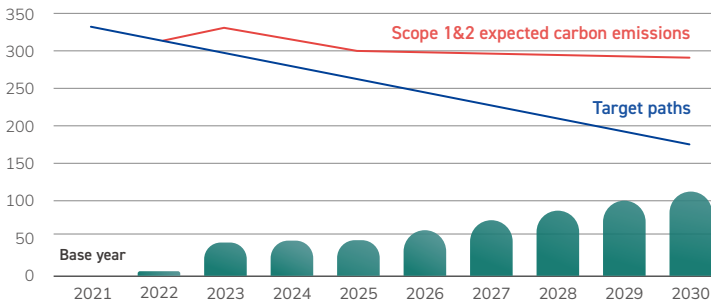
Note: Definition of time horizon: short term: 2022-2024, medium term: 2024-2030, long term: 2030-2050

Short Term 2023-2025	Medium Term 2025-2030	Long Term 2030-2050	2024 Achievements and Medium-term Goal Review
Net zero path planning and decarbonization strategy formulation · In response to the SBTi SME Science-Based Targets initiative, setting net-zero targets and paths · Formulation of corporate decarbonization solutions and purchase of renewable energy · Completion of comprehensive Scope 3 examination in accordance with GHG Protocol	· Implementation of corporate decarbonization solutions and gradual increase in the use of renewable energy · Continue to optimize GHG inventory in Scope 3 · Identify the supply chain's decarbonization goals and begin to drive decarbonization in the supply chain · Promote product carbon footprint verification · Revise SBTi targets and rolling adjustments every five years	· Continue to implement and track carbon reduction progress to achieve net zero goal by 2050 · Establish a low-carbon supply chain system · Introduce carbon management digital platform · Revise SBTi targets and rolling adjustments every five years	· Scope 1 + Scope 2 carbon reduction reached 12.23%, achieving the SBTi SME annual carbon reduction target of 4.67% · Starting from July 2024, renewable energy accounted for 17.92% of total electricity usage, reducing carbon emissions by 59,837.27 kg, and achieving a reforestation benefit of 3,324.3 trees · Introduced the ISO 14064 Scope 3 GHG inventory project · The comprehensive Scope 3 GHG Protocol inventory was completed in September 2025 · Product carbon footprint verification is expected to be completed in 2026

Net Zero Targets

ASPEED Technology set net-zero targets and paths in response to the SBTi SME Science-Based Targets initiative. With the short-term target is of controlling short-term warming by 1.5°C, we have committed to achieve a 42% reduction in Scope 1 and Scope 2 GHG emissions by 2030, with 2021 as the base year. At the same time, we plan to conduct a comprehensive Scope 3 inventory through GHG Protocol in the medium to long term. We promise to reduce Scope 3 GHG emissions and achieve net zero by 2050.

● The net-zero targets and paths set in response to the SBTi SME Science-Based Targets initiative



● Annual GHG reduction required

Purchasing Renewable Energy

ASPEED Technology began using renewable energy in July 2024. It is expected that the renewable energy usage will reach 15% in order to achieve the annual decarbonization goals. In 2024, the total electricity usage was 674,395 kWh, of which 120,883 kWh came from renewable energy, resulting in 17.92% renewable energy usage for the year, thus meeting the initial target.

Total electricity usage in 2024	Green electricity usage	Gray electricity usage	Green electricity usage %	Initial target	2030
674,395 kWh	120,883 kWh	553,512 kWh	17.92%	15% green electricity usage (target met)	40% green electricity usage

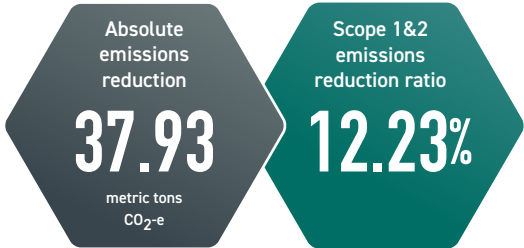
Greenhouse Gas Inventory

●ASPEED's Total GHG Emissions and Intensity (Unit: tCO₂e)

Scope	Base Year 2021	2022	2023	2024
Base Year Scope 1	16.369	17.3288	17.6115	9.9127
Scope 2 (Market-based)	293.84	277.6634	301.3165	262.3647
Scope 3	8407.79	11902.8588	4852.5393	14,293.8636
Total (Scope 1 + 2 + 3)	8717.99	12197.8510	5171.467	14,566.1410
Shipment volume per million pieces	13.29	15.731	8.561	17.312
GHG emission intensity ratio	655.98	775.4021	604.0727	841.3898

* Note: The calculation is for Taiwan Region, covering Taipei office and Hsinchu headquarters

●Emissions Intensity in 2024



Scope	Base Year 2021	2022	2023	2024	2024 reduction %
Scope 1 reduction	16.369	-0.9598	-1.2425	6.4563	39.44
Scope 2 reduction	293.84	16.1766	-7.4765	31.4753	10.71
Total reduction (Scope 1 + 2)	310.21	15.2168	-8.719	37.9316	12.23

Environmental Management

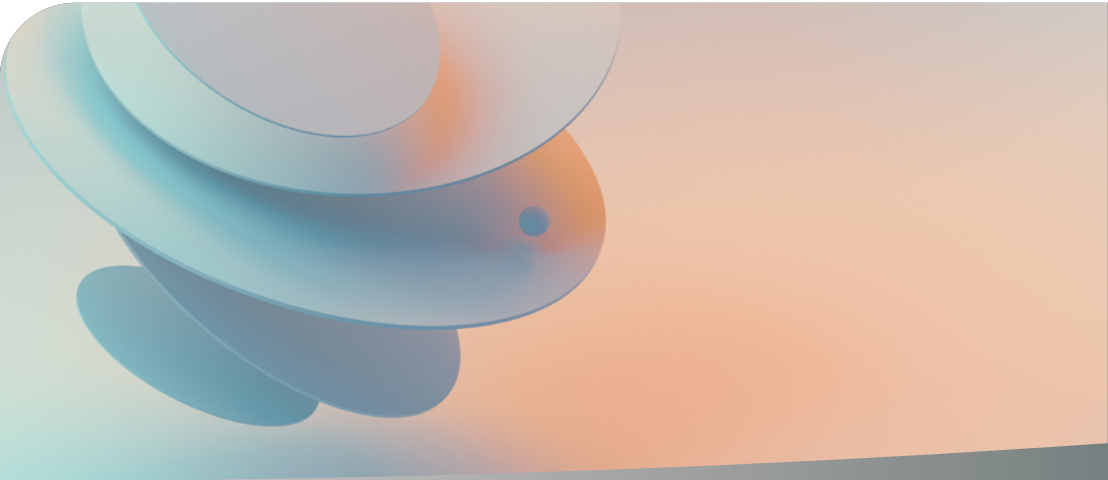
- 100% Legal Compliance: Air, water, waste, energy management, noise, RoHS, REACH, HF
- Zero violations of environmental safety regulations
- Passed ISO 14001:2015 environmental management systems and establish related environmental management procedures
- Completed GHG verification and certification ISO 14064-1:2018 and obtained third-party certification
- Average annual carbon reduction for Scope 1 + Scope 2 reached 12.23% in 2024
- Fully adopted laser printing in chip production

● Daily water usage

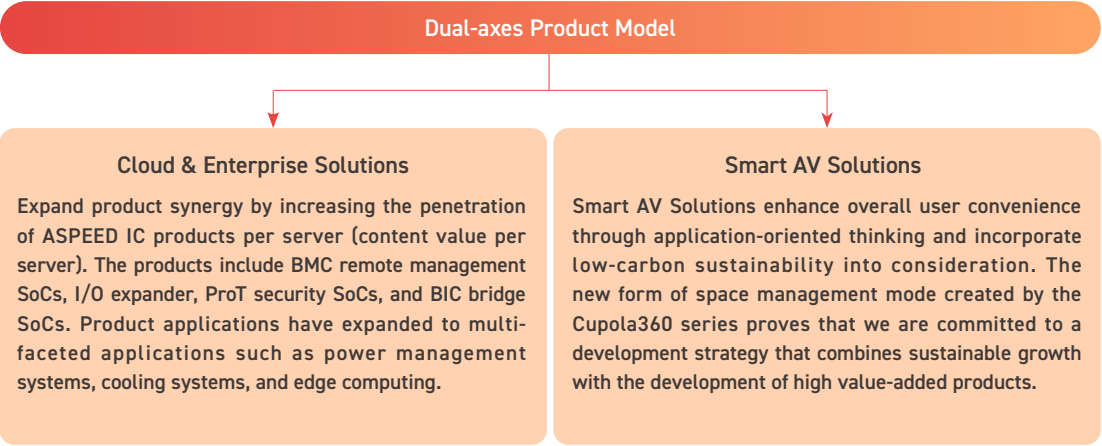
	Water usage (metric tons)	Water usage intensity (metric tons/million piece)
2022	2.692	171.11
2023	2.579	301.25
2024	2.579	301.25

●Waste management

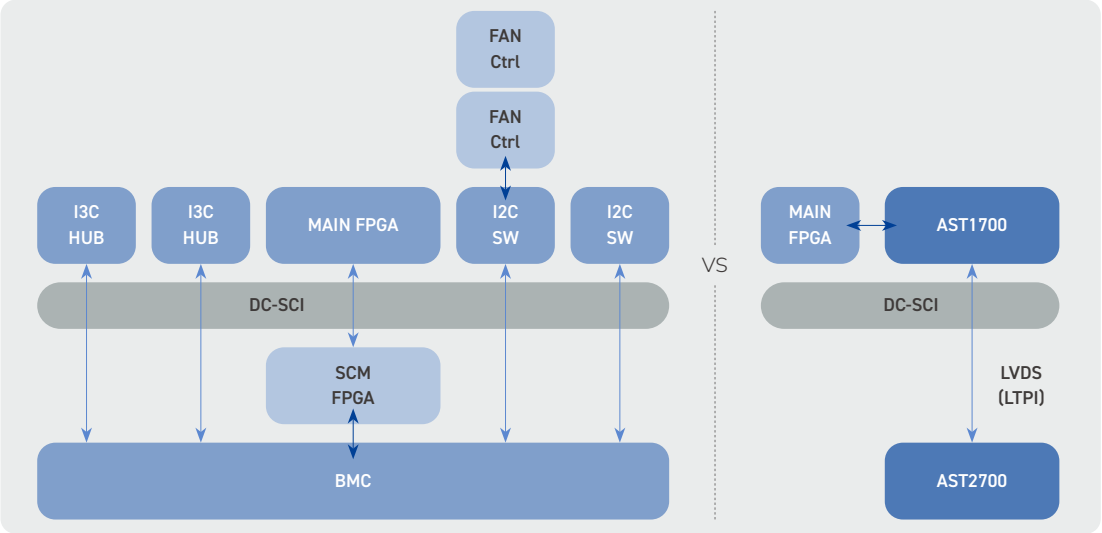
2022	0.0363 metric tons
2023	0.0966 metric tons
2024	1.37125 metric tons



Sustainable Operation and Green R&D of Products



●AST2700 features the AST1700 modular architecture, and can achieve power savings of up to 50%



Green R&D Achievements

- The BMC series products have strengthened low-carbon design generation by generation, with power consumption per unit of computing power decreasing with each generation: Based on the shipment volume of AST2600, the main product of ASPEED Technology, in 2024, using AST2600 can reduce approximately 392,684,509 kWh of electricity consumption, equivalent to 193,986.15 metric tons of carbon dioxide emissions compared with AST2500
- Simplifying design with modularization: BMC AST2700, based on the AST1700, achieves power savings of up to 50% through its modular architecture

R&D investment

R&D expenditure amounted to NTD846 million in 2024, an increase of

26.08%

compared to 2023

Green R&D

BMC AST2700 based on the AST1700 achieved power savings of

50%

Green Application

Cupola360 smart patrol solution saves

1066.078

tons of CO₂e/year

Green Manufacturing

100%

Adopted laser printing in chip shipments in 2024

Intellectual Property Rights Protection and Deployment

2024 Results	2025 Objectives
· The number of patent applications increased to 34, a significant growth of 79% compared to 2023 · Applied for 20 sustainability-related trade secrets, representing 71.43% of the total · Organized training sessions on intellectual property rights and training sessions on trade secret management · Organized a patent search seed training course, with participants accounting for 25.29% of R&D personnel	· Gradually increase the number of patent applications and applying countries · Establish a digitalized patent management system · Continue to strengthen education and training on intellectual property rights

● Application Achievement of the Trade Secret Registration System

Key Achievement	2023	2024
Number of applications for quality trade secret in R&D and innovation	21	24
Number of applications for quality trade secret in business operations	3*	6**
Number of Gold Award	1	1
Number of Silver Award	3	4
Number of Quality Award	11	19
Number of applications for sustainability-related trade secrets	11	20

* Note: The three applications for quality trade secret in business operations are also applications for quality trade secret in R&D and innovation

**Note: The two applications for quality trade secret in business operations are also applications for quality trade secret in R&D and innovation



Digital Transformation and Low-Carbon Operation

ASPEED Technology’s digital transformation program, aimed at improving operational efficiency and solve problems in traditional processes through digital technology, completed its first phase in 2024. This included data integration and platform construction. Concurrently, the second phase, comprising the Document Management System, DCC, and the order audit management system, was also completed, effectively achieving document and order process control to improve work efficiency. Starting in 2025, the focus will further shift to supporting customer demand management, and will continue to be refined according to the needs of each division. **The digital transformation process re-engineering has resulted in a saving of 4,958.2 working hours and a total of 12,587 pieces of A4 photocopying paper in 2024.**

Time of Completion	Project Description
2024	· Document Management System, DCC: Established a document management system to strengthen document management and protection and improve the document control · Order audit management system: Established a customer quotation audit mechanism, customer order and unit price audit process to avoid errors in data creation · BPM digital signature and electronic verification system: Accelerated the verification process, integrated the BPM and DCC systems, reduced the time and cost of internal paper signature verification of the company, and optimized and control the verification process
2025 2026	· BPM digital signature and electronic verification system: Continuously optimize and control the verification process of the BPM digital signature and electronic verification system · Proxy recording management system: Establish a proxy recording management mechanism, integrate cross-division data transmission processes and operations, optimize production workflow, and incorporate proxy recording into the shipping management process

Talent and Inclusive Society

●Talent Recruitment and Cultivation

ASPEED Technology scrupulously abides by the laws and regulations of each location it operates while following the principles of international human rights conventions. ASPEED Technology’s work regulations explicitly state the policy of diversity and inclusion, which incorporates the principles of diversity, equality, and inclusivity. In 2024, the company did not have any incidents violating human rights, such as employing child laborers, forced labor, infringement of employee rights, gender equality, or sexual harassment. The R&D talent pool in Taiwan has long been dominated by male, and the staff composition of ASPEED Technology is also dominated by R&D staff, which is one of the factors for the higher proportion of males in the company’s internal workforce. In terms of headcount, the ratio of men to women is 1:1, which is quite balanced. Overall, the company recruits talents mainly based on the job nature and needs, rather than gender. In 2024, the number of female employees and female supervisors increased slightly to 21.77% compared to 2023. Female supervisors accounted for 14% of the total number of supervisors, which was flat compared to 2023. In the future, ASPEED will continue its efforts to increase the number of female employees and supervisors.

2024 Results

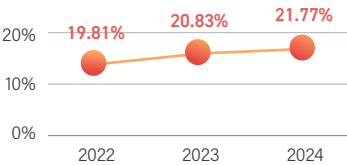
- The application rate reached 14.17 times
- 100% new employee onboarding and retention rate
- Average tenure: 5.97 years
- R&D personnel accounted for 70.16%.
- 0 cases of human rights-related complaints and penalties and Occupational Health and Safety-related violations
- Total employee training hours: 1,856 hours
- The number of female employees increased by 0.94 percentage points compared to 2023

2025 Objectives

- Continuously maintain employee stability
- Increase offer acceptance rates and maintain onboarding and retention rates
- Enhance the hours and breadth of education and training
- Continuously provide an equal and diversified workplace

●Proportion of female employees

Number of Female Employees Ratio between 2022-2024 (Units: Percentage)



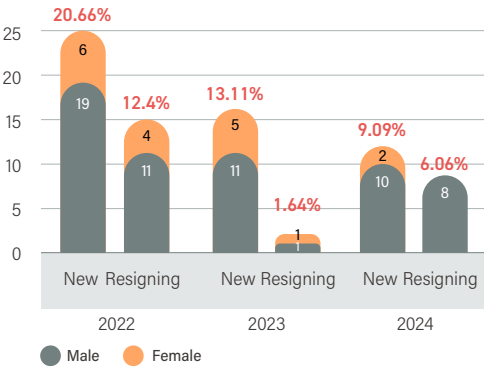
	Male	Female
2022	80.19%	19.81%
2023	79.17%	20.83%
2024	78.23%	21.77%

●Gender pay ratio

Rates	R&D	Non-R&D
Male	1.16 : 1	1.125 : 1
Female	1.27 : 1	1.29 : 1

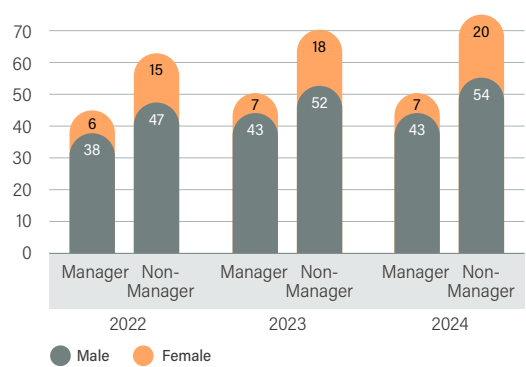
●Turnover rate of new full-time employees

Number and percentage of New, Resigning and Gender of employees in the past three years (Units: Number of people, percentage)



●Gender and job title headcount ratio

Number of Employees by Position and Gender (Unit: Number of People)



*Managerial positions are defined as those above manager level

Compensation Policy

High-quality talent is the most important asset of IC design companies. Facing competition in the talent pool of the semiconductor industry, ASPEED Technology provides employees with a highly competitive, internally fair compensation:

- Employee profit sharing: 8% of pre-tax net profit is allocated annually, distributed among all employees below the associate level
- Executive compensation incentives: Cash-Settled Restrictive Stock Units (CSU)
- ESG and performance-linked remuneration: Since 2024, the company has incorporated ESG indicators into executive performance-based compensation. Performance will be assessed based on the ranking tiers of the TWSE Corporate Governance Evaluation, and CSU compensation will be adjusted by positive or negative 2%
- Employee stock ownership and long-term incentives: Established an employee stock ownership policy to ensure that salary adjustments and performance bonuses reflect individual performance

2024 Results

- Average employee salary of NTD 5.459 million, ranking first among listed TWSE/TPEX listed companies
- Median salary of non-managerial full-time employees: NTD 4.004 million, ranking first among TWSE listed companies
- Average salary of non-managerial full-time employees: NTD 4.715 million, ranking first among TWSE listed companies
- NTD 737 million in employee benefits expenses, an increase of 63.05% compared to last year
- NTD 210,000 in welfare benefits per capita, a new historical high

● Women in Technology Cultivation, Diverse Technology Talents Development

ASPEED Technology has long been concerned about gender imbalance in the semiconductor technology sector. Since 2022, ASPEED Technology has planned and launched the “Women in Technology Cultivation Project.” In 2024, for the second consecutive year, it offered the “360-degree Panoramic Imaging” elective course at Hsinchu Girls’ Senior High School, hoping to expand new horizons for women in technology. At the same time, corporate visits were arranged, allowing students to gain an in-depth understanding of the practical operations of the technology industry and the diverse possibilities for career development through sharing sessions with the Chairman, human resources personnel, and female engineers.

● Social Return on Investment (SROI)

To gain a deeper understanding of the positive value generated by the ASPEED Technology’s Women in Technology Cultivation Project for society, ASPEED Technology has specifically adopted the “Social Return on Investment” (SROI) evaluation standard. This was done to confirm the overall value generated by this project and to help formulate directions for future project improvements. Analysis results show that this project invested a total of NTD 690,457 and benefited 74 female participants, improving their learning motivation and understanding of the technology industry. In addition, the SROI impact analysis report for this project has been completed and submitted for certification.

● Employee Feedback Channels

Channel	Content	Frequency
Digital mailbox	Any opinions or topics relating to the Company	Ad Hoc
Whistleblower system	Any opinions or topics relating to the Company	Ad Hoc
Labor-management meetings	Labor-management relations, labor conditions	Quarterly
Employee Welfare Committee	Employee welfare topics	Quarterly
Manager discussions	Work performance, goals and plans, career development	Annual
Employee satisfaction survey	Corporate environment, administrative affairs support, various welfare activities, and open questions about anything else relating to the Company	Annual
Annual prospect meeting	Company performance and communication of coming year goals employees feedbacks	Annual

Sustainable Supply Chain

Product Quality and Customer Satisfaction

ASPEED Technology’s sales operations adopt a dedicated system, with R&D engineers directly participating in communication, replacing the traditional FAE role. This allows clients to receive immediate responses and enables R&D to directly receive feedback. The three-pronged collaboration among marketing, R&D, and clients not only improves problem-solving efficiency but also enhances understanding of market demands. The company has dedicated units to ensure smooth communication regarding product quality and after-sales service. In recent years, BI/AI systems have been introduced to accelerate analysis and decision-making, strengthen services, and reduce risks.



Supply Chain Coexistence

All products of ASPEED Technology are produced through turnkey service providers. Since 2023, ASPEED Technology has gradually transformed into a Fabless 2.0 new supply chain model, taking control of the outsourced back-end product packaging and testing. The number of direct suppliers has increased, and screening qualified suppliers and reducing the risk of supply chain disruption will be our key focus. In recent years, considering geopolitical risk aversion, ASPEED Technology has begun evaluating the diversification of production sites to mitigate risks. In 2024, discussions commenced regarding the feasibility of OSAT vendors in countries including Japan, Korea, and the Philippines, to serve as a basis for future supplier selection.

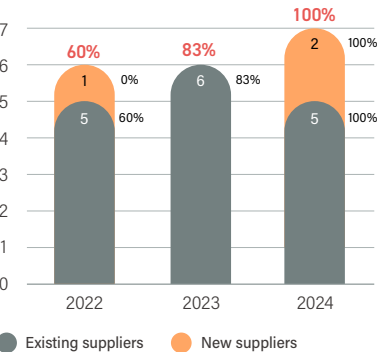
2024 Results		
· 99.45% customer satisfaction · 100% compliant with client regulatory requirements · 100% of clients signed the Corporate Social Responsibility Pledge · Continuously maintained customer satisfaction above 90% · 100% of our suppliers fully prohibit conflict minerals · 0 complaints and penalties related to information security · 100% of clients require suppliers to sign a Social Responsibility Pledge · 100% signed the Supplier Social Responsibility Pledge required by the customers · 100% response to client CDP and RBA international initiatives		
Manufacturing Quality Management	Materials/Risk Management	Supplier Assessment Management
· Process technologies, quality, yield, production capacity, and delivery schedule compliance · Completeness of silicon IP · Comply with ISO-related specifications · Automatic Placement and Routing (APR) Technical Capabilities · Collaborate with upstream and downstream IC industry strategic alliances	· Wafer Bank Procurement Model: 4-6 months wafer inventory · Diversified Suppliers: Stabilize supply requirements to mitigate risks · Establish smooth channels for natural disaster reporting and formulate response measures for resuming work and relocating factories · Increase the number of back-end packaging and testing cooperative suppliers, and sign capacity guarantee agreements	· Optimize supplier evaluation: Continuously raise the evaluation threshold for qualified suppliers · Suppliers sign supplier corporate social responsibility · Suppliers comply with the code of conduct

Supplier Management and Evaluation

ASPEED Technology’s critical suppliers are exclusively selected from world-class manufacturers. These manufacturers are required to meet standards for social responsibility, environmental protection, occupational safety, human rights, and business continuity, adhering to RBA guidelines. Preference is given to suppliers certified with ISO 9001, 14001, and 45001. We annually require suppliers to submit sustainability reports for audit and monitor for any adverse events or international sanctions that may harm the brand. Simultaneously, the signing of the Corporate Social Responsibility Pledge was promoted, with a signing rate of 100% among critical suppliers in 2024. ASPEED Technology conducts annual document or onsite supplier assessments. Those who fail must make improvements within a limited time period then apply for reassessment. If a supplier fails reassessment, it no longer qualifies to be a supplier of the company. The assessment process includes quality control, design procedures and management, document records, storage, and inspections, as well as green product management and ESG. In 2024, two new critical suppliers were added, and one existing supplier was reduced, resulting in a total of seven critical supplier assessments. Except for one overseas supplier that underwent a desk review, the remaining six were assessed through on-site reviews. All passed the assessment process, achieving an audit and pass rate of 100%.

● Proportion of Main Suppliers signing the Corporate Social Responsibility Commitment
(Unit: Number of Suppliers)

*In 2024, one existing suppliers was removed and two new suppliers were added



2024 100%
signing rate



Supplier Evaluation Results	2024 Results	2025 Goals
Number of suppliers reviewed (including document and onsite assessments)	7 Onsite assessment: 6 Document assessment: 1 (international supplier)	Percentage of significant suppliers reviewed: 100%
Percentage of significant suppliers reviewed	100%	100%
Number of suppliers with actual/potential significant negative impact	0	0
Percentage of suppliers with negative impact included in the improvement plan	0	0
Percentage of suppliers with negative impact terminating cooperation	0	0
Number of suppliers with negative impact that participated in the improvement plan	0	0
Percentage of suppliers with negative impact that participated in the improvement plan	0	0

Declaration of Green Pledge and Conflict-Free Minerals

ASPEED Technology supported the company’s green pledge, human rights protection, and conflict-free minerals policy by issuing a public statement on the corporate website proclaiming that the company and the company’s suppliers shall uphold their social and environmental protection responsibilities. They shall not accept minerals from conflict zones or illegal mines. The company required that all suppliers commit to implementing these measures. To manage the company’s conflict-free minerals policy, ASPEED Technology supports the “responsible minerals procurement” position. ASPEED Technology shares the company’s conflict-free minerals policy with suppliers and insists on full compliance. Each year the company examines suppliers’ Conflict Minerals Reporting Template (CMRT and EMRT). Suppliers must identify their smelting source. In 2023, the examination version has been updated to CMRT 6.31 & EMRT 1.2. ASPEED Technology issued a public declaration of support for responsible minerals procurement on the company’s corporate website and seeks to fully implement this social responsibility. ASPEED Technology’s management of conflict-free minerals in 2024:

Type of Conflict-Free Minerals	Management Strategy	Description
Antimony	Misc. in products	Not a CMRT listed in the RBA. ASPEED Technology regularly asks for supplier management.
Cobalt	Used in products	Managed with EMRT 1.3 using RBA specifications.
Tungsten	Used in products	Managed with CMRT 6.4 using RBA specifications.
Palladium	Used in products	Not a CMRT listed in the RBA. ASPEED Technology regularly asks for supplier management.

RBA Code of Conduct

To comply with the RBA Code of Conduct, each year, ASPEED responds to customers’ requests for the annual SAQ (Self-assessment Questionnaire) on RBA Online. Meanwhile, ASPEED Technology is committed to ensuring that working conditions at the company and in the company’s supply chain are safe; that workers have a safe and healthy work environment and are treated with respect and dignity; and that business operations are environmentally responsible and conducted ethically.



Appendix Material Sustainability Topics and Objectives

Material Topics in 2024	Identified Impact Results	2024 Results	2025 Objectives
Corporate governance and ethical corporate management	Positive impact	· Corporate governance evaluation ranking: Top 5% · 100% board attendance rate · Board Diversity and Independence: Increased the number of female directors · Proposed a policy linking senior executive compensation to ESG performance · Establishment of Functional Committees – Sustainable Development Committee · 0 complaints and penalties related to integrity management · 0 legal proceedings and anti-competitive behavior penalties · In 2024, all 124 employees completed the anti-corruption communication course training	· Continuously enhancing the diversity and independence of the Board of Directors. · Improving executive compensation linked to ESG performance indicators · Continuously improve the Corporate Governance Evaluation System ranking · IFRS S1/S2 Sustainability Disclosure Standards Planning · Continue to promote the digital transformation program
Operation achievements and financial performance	Positive impact	· Annual operating revenue NTD6.428 billion, representing a year-on-year increase of 106.62% · Net profit after tax NTD2.571 billion, a significant increase of 155.39% · Earnings per share NTD68.04 · In 2024, the company achieved record-high revenues for a single month, a single quarter, and the entire year · Ranked No. 1 global market share of BMC SoC · Expanded operations by establishing a new R&D center in Kaohsiung	· Maintain annual revenue and profit growth · Optimize the product portfolio and enhance product diversification
Intellectual property rights protection and deployment	Positive impact Negative impact	· The number of patent applications increased to 34, a significant growth of 79% compared to 2023 · Applied for 20 sustainability-related trade secrets, representing 71.43% of the total · Organized training sessions on intellectual property rights and training sessions on trade secret management · Organized a patent search seed training course, with participants accounting for 25.29% of R&D personnel	· Gradually increase the number of patent applications and applying countries · Establish a digitalized patent management system · Continue to strengthen education and training on intellectual property rights
Product quality and customer satisfaction	Positive impact Negative impact	· Passed the ISO 9001:2015 Quality Certification · No quality issues · No discrepancy between the order and delivered quantity, no errors on the delivery documents · After rebuilding the digital transformation process, the production management and quality control related working hours were effectively saved by 4,958.2 hours · 100% compliance requirements: Air, water, waste, energy management, noise, RoHS, REACH, HF	· Continue to pass the ISO 9001:2015 Quality Certification · Maintain no quality and shipping issues · Maintain 100% compliance with regulatory requirements

Material Topics in 2024	Identified Impact Results	2024 Results	2025 Objectives
Technological and R&D innovations	Positive impact Negative impact	· R&D expenditure amounted to NTD846 million in 2024, an increase of 26.08% compared to 2023 · The number of perpetual applications in the trade secret registration system accounts for 71.43% of the total · 100% laser printing on chip surface for shipment · Improved the yield of SLT test target achievement to 99.5%, reducing the percentage of IC scrap · Based on the annual shipments of the flagship product AST2600, compared to its predecessor AST2500, it can reduce carbon dioxide emissions by 193,986.15 metric tons per year, which is approximately equivalent to the carbon absorbency of 216,714 acres of U.S. forests in one year · The AST2700, based on the AST1700 modular architecture, can achieve power savings of up to 50% · The Cupola360 camera solution reduces corporate carbon dioxide emissions from visitor travel by 1066.078 metric tons/year	· Continue to increase R&D fees expenditure and proportion · Continue to strengthen green product R&D innovation · Enhance the application for trade secret registration of green energy-saving innovations · Strengthen green manufacturing in collaboration with the supply chain
Talent recruitment and retention	Negative impact	· The application rate reached 14.17 times · 100% new employee onboarding and retention rate · 0 cases of human rights-related complaints and penalties · 0 cases of Occupational Health and Safety-related violations · Total employee training hours: 1,856 hours · The number of female employees increased by 0.94 percentage points compared to 2023	· Continuously maintain employee stability · Increase offer acceptance rates and maintain onboarding and retention rates · Enhance the hours and breadth of education and training · Continuously provide an equal and diversified workplace
Compensation and performance mechanisms	Positive impact	· Average employee salary of NTD 5.459 million, ranking first among listed TWSE/TPEx listed companies · Median salary of non-managerial full-time employees: NTD 4.004 million, ranking first among TWSE listed companies · Average salary of non-managerial full-time employees: NTD 4.715 million, ranking first among TWSE listed companies · NTD 737 million in employee benefits expenses, an increase of 63.05% compared to last year · NTD 210,000 in welfare benefits per capita, a new historical high	· Continuously improve the average salary level of all employees and enhance employee benefits

Appendix Shareholder Engagement

Stakeholder Category	Engagement	2024 Communication Results	Topics of Concern
Customers Have the greatest influence on ASPEED Technology's product/technology development and design	· Customer contact email address: sales@aspeedtech.com · Customer satisfaction survey (annually) · Sales interviews and interactions (ad hoc)	· Customer satisfaction rate of 99.45% · 28.96% of domestic and international customers provide written feedback · 75.3% response rate to key customer questionnaires · No customer complaints were issued to our customer service team in 2024 · No feedback was issued to the Whistleblower Reporting System in 2024 · Public responses to sustainable management issues raised by customers including CDP, RBA, green product, and conflict minerals, response rate 100%	· Information security and privacy · Product quality and customer satisfaction · Technological and R&D innovations · Sustainable supply chain management · Management of waste and hazardous materials
Employees Are the most important resource of ASPEED Technology and critical partners for the sustainable development of the Company	· Opinions mailbox: hr@aspeedtech.com (regular) · Labor-management coordination meeting (quarterly) · Meeting of Employee Welfare Committee (quarterly) · Manager discussions · Satisfaction survey (annually) · Expressing opinions at the end of the year (annually) · One-on-one discussions (ad hoc)	· Held four labor-management meetings to offer comprehensive discussions and responses relating to labor movement and employee welfare · Performance assessment reviews take place every April. A total of 117 reviews were held, for a completion rate of 100% · Weekly in-depth one-on-one discussions with managers in the Operation Division and New Products Division · No employee reporting was issued to the Whistleblower Reporting System in 2024	· Operational achievements and financial performance · Compensation and performance mechanisms · Employee benefits and care · Employee cultivation and career development · Workplace equality and human rights protection · Talent recruitment and cultivation · Community contributions and social participation
Government Agencies Policies, laws or regulations can influence the operational directions or decision making of ASPEED Technology	· General inquiry email address: info@aspeedtech.com · Official documents, emails, and meetings (ad hoc) · Advocacy meetings, public hearings (ad hoc)	· Participated in the TWSE Corporate Governance Evaluations · Conducted ad hoc communication relating to our business or specific topics · No fines or penalties were issued by the competent authorities in 2024	· Corporate governance and ethical corporate management · Information security and privacy · Operational achievements and financial performance · Risk management · Legal compliance · Compensation and performance mechanisms
Cooperative Partners Policies, laws or regulations can influence the operational directions or decision making of ASPEED Technology	· General inquiry email address: info@aspeedtech.com · Social participation and public welfare activities (ad hoc)	· Communicated and visited cooperative partners irregularly · Invitation to annual events · No cooperative partners reporting was issued to the Whistleblower Reporting System in 2024	· Sustainable supply chain management · Technological and R&D innovations · Risk management · Legal compliance · Compensation and performance mechanisms

Stakeholder Category	Engagement	2024 Communication Results	Topics of Concern
Media Reports and assessments impact the Company's reputation and image	- Media inquiry email address: media@aspeedtech.com - Press releases for major news (ad hoc)	2 public media release events were held in 2024 - Senior management gave 2 joint interviews following media request, 3 exclusive interviews following media request, 2 radio program interviews, and several telephone interviews - Issued press releases to announce major news - No media reporting was issued to the Whistleblower Reporting System in 2024	- Corporate governance and ethical corporate management - Operational achievements and financial performance - Technological and R&D innovations - Legal compliance
Shareholders/Investors Influence the stock price by appraisals of Company	- Investor relations email address: ir@aspeedtech.com - Shareholders' meeting (annually) - Foreign and domestic investors' meeting (ad hoc)	- One shareholders' meeting and four public investors' conferences were convened - For major topics we held ad hoc discussions with domestic and foreign institutional investors, totaling 327 phone and in-person meetings - No shareholders/investors reporting was issued to the Whistleblower Reporting System in 2024	- Corporate governance and ethical corporate management - Legal compliance - Technological and R&D innovations - Operational achievements and financial performance - Risk management
Suppliers Provide excellent raw materials of a consistent quality; through close cooperation, we jointly pursue corporate sustainability	- General inquiry email address: info@aspeedtech.com - Supplier meetings (annually) - Supplier audits (annually) - Critical supplier's ESG commitment (annually)	- Held critical supplier meetings - Completed audits and evaluations of seven critical suppliers - Critical supplier's ESG commitment response rate 100% - No supplier reporting was issued to the Whistleblower Reporting System in 2024	- Product quality and customer satisfaction - Operational achievements and financial performance - Risk management - Legal compliance - Sustainable supply chain
Public Welfare Organizations/ Academic and Research Organizations We actively interact with public welfare organizations, academic research organizations, and cooperative partners to fulfill our ESG obligations	- General inquiry email address - Social participation and public welfare activities (ad hoc)	- Accumulated contributions through 2024 were NTD23.6644 million - Rural underprivileged caring: - For an eleventh consecutive year we participated in the Global Views Educational Foundation's "Plant a seed of reading for the children" event. We had already donated 21,852 copies of periodicals benefiting over 30,000 teachers and students at 84 schools in 17 townships in Taitung - Sponsored the charity performance of the children's play by the Hsinchu local Corny Chicken Theater, inviting 80 students from Jianshi Township, Hsinchu County to watch the show - Supporting the development of higher education: Continued sponsorship of the "Junior Chair Professor Sponsorship Program" in National Taiwan University, National Tsing Hua University, and National Yang Ming Chiao Tung University - Sponsored the Sunrise Scholarship Program in National Tsing Hua University - Collaborated with National Tsing Hua University and National Hsinchu Girls' Senior High School on a project to cultivate female science and technology talents - No public welfare organizations/academic organizations reporting was issued to the Whistleblower Reporting System in 2024	- Compensation and employee care - Talent recruitment and retention - Technological and R&D innovations - Community contributions and social participation



Enable people and businesses worldwide to enjoy technology at its best.

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Annual Report